



# Cultural Competence & Cultural Humility

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## Learning Objectives

- Gain an understanding of, while differentiating, Cultural Competence and Cultural Humility
- Identify and apply Cultural Humility Principles in Child Welfare ethical practice
- Deconstruct perceptions of self and others through a Cultural Humility lens

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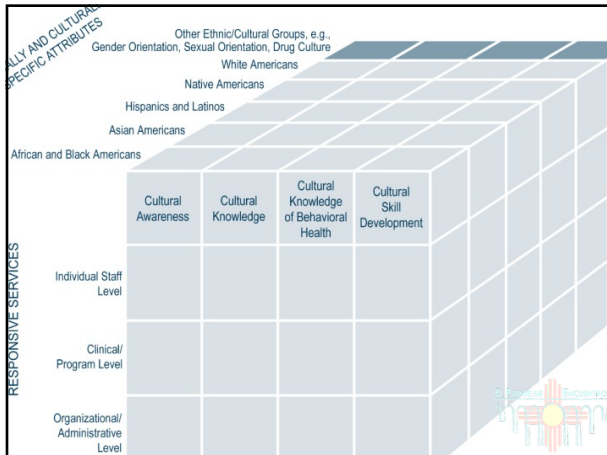
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### Definition of Cultural Competency

- **Individual Cultural Competence:** "The state of being capable of functioning effectively in the context of a cultural difference"
- **Organizational Cultural Competence:** A set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals and enable that system, agency, or those professionals to work effectively in cross-cultural situations.
- **Culturally Competent Mental Health Care:** Will rely on historical experiences of prejudice, discrimination, racism and other culture-specific beliefs about health or illness, culturally unique symptoms and interventions with each cultural group to inform treatment.

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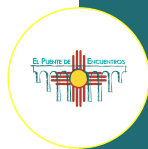
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### Cultural Humility

- A willingness to suspend what you know, or what you think you know about a person/a group of people based on generalizations about their culture
  - Shifts the focus of trying to understand other people to a focus on self-awareness
  - Acknowledges that one's own perspective may be full of assumptions and prejudices




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## Cultural Humility

- 1 A lifelong process of intentional self-reflection and self-critique.
- 2 Addressing the power dynamics between provider-client.
- 3 Developing mutually beneficial partnerships between communities and defined populations.
- 4 Advocating and maintaining institutional accountability.

Adopted from: Tervalon M, Murray-Garcia, J. "Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education", Journal of Health Care for the Poor and Underserved 1998; (2): 177-124

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## Addressing Power Imbalance Dynamics

PATIENT/CLIENT – PROVIDER Encounters and interactions should be  
RESPECTFUL, DYNAMIC, RECIPROCAL AND DEVELOP A PARTNERSHIP

Adopted from Dr. Melanie Tervalon

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## Cultural Humility Ethics

- Service
- Social Justice
- Dignity and Worth of the Person
- Importance of Human Relationships
- Integrity
- Competence

- Lifelong learning
- Self-Reflection
- Recognize Power Imbalances
- Personal & Institutional Accountability

Source: National Association of Social Workers Code of Ethics

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## Group Exercise: Negative Stereotypes

	Lawyer	Social Worker	Family Member
Gender			
Ethnicity			
Socioeconomic status			
Education			
Age			
Spirituality			

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## Stereotyping in Cases of Child Abuse & Neglect

- What are some stereotypes?
- How do you see these assumptions impacting families receiving treatment, services or legal decisions
- Let's FLIP the NARRATIVE
- Cultural humility as a tool to reduce bias and increase positive outcomes

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## Exercise: Breaking Perceived Identities

### Perceived Identity Handout

- Identify a partner who is in a different role or profession than you
- Please share about what you are grateful for (in the last day).  
**BE a GOOD LISTENER**- 1 min.
- Then switch ...
- Be genuine in your sharing.




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### Breaking Perceived Identities: Large Group Debrief

- What discoveries did you make about others that challenged your assumptions (about your partner)?
- Were you able to suspend your initial beliefs or assumptions? If so, how?




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### Closing Reflections

From your heart, what are you walking away with today?




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### Thank You!

Dialogue cannot exist without  
humility.

— Paulo Freire —

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